

# DEPARTMENT OF THE ARMY HEADQUARTERS, 4TH INFANTRY DIVISION (MECHANIZED) AND FORT CARSON BLDG 1435, WETZEL AVE. FORT CARSON, CO 80913-4145

REPLY TO ATTENTION OF:

# COMMAND POLICY CG--03

AUG 0 5 2009

AFYB-CG

#### MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Alcohol Policy

#### 1. References.

- a. AR 215-1, Morale, Welfare, and Recreation Activities and Nonappropriated Fund Instrumentalities, 15 August 2005.
  - b. AR 600-85, Army Substance Abuse Program (ASAP), 2 February 2009.
- c. DA Pamphlet 600-85, Army Substance Abuse Program (ASAP) Civilian Services, 15 October 2001.
- d. Department of Defense Directive, Number 1010.4, Subject: Drug and Alcohol Abuse by DoD Personnel, September 3, 1997, Incorporating Change 1, 11 January 1999.
- 2. Purpose. To provide guidance and establish an alcohol policy for the Fort Carson leadership, who are responsible to ensure that Soldiers and federal civilians clearly understand the intent and spirit of this policy.
- 3. Applicability. This policy applies to all commands, units, activities, and personnel, assigned or attached to Fort Carson. Supplementation of this policy is prohibited unless approved by me in writing.

#### 4. Procedures.

a. General. Fort Carson adheres to and implements the following Department of the Army (DA) Principle: Abuse of alcohol or use of illicit substances by both military and civilian personnel is inconsistent with Army values, standards of performance, discipline, and the readiness necessary to accomplish the Army's mission.

## b. Alcohol Policy

(1) It is Army policy to maintain a workplace free from alcohol. Alcohol should not become the purpose for, or focus of, any military social activity. At Fort Carson, alcohol will not be glamorized nor made the center of attention at any military function.

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- (2) No alcoholic beverages may be served by or to Soldiers or federal civilians during the individual's assigned duty hours. On-duty status is determined by a Commander or Director and is not necessarily related to uniform wear or the normal duty hours of an installation.
- (a) Exceptions to this policy may be authorized for appropriate occasions and ceremonies, by the Brigade Commander (or first O-6 in the Chain of Command). Leaders will prepare a unit risk reduction plan and designate a responsible leader (Senior NCO or officer) to manage the plan; executing on the day of the event, monitoring during the event, and then provide an afteraction report (AAR).
- (b) Units and Family Readiness Groups (FRGs) will not conduct fundraisers using alcohol. It is strictly prohibited for any unit or individual to sell or resell alcohol at Fort Carson, except those employed as a "trained" server of the Directorate of Family Morale Welfare and Recreation (DFMWR) Business Division Food, Beverage and Entertainment (FB&E) activity or as an Army and Air Force Exchange Services (AAFES) authorized employee at Fort Carson.
  - (c) Units will coordinate with the DFMWR to serve alcohol at approved event(s).
  - (d) At no time may underage Soldiers consume alcoholic beverages.
- (e) It is not the intent of this policy to close facilities which sell alcohol during the duty day. The operation of a bar or dispensing of alcohol to Soldiers and civilians not on duty, and other authorized patrons is permitted. Nor does this policy restrict packaged sales intended for off-duty consumption.
- (3) In accordance with the Driving Under the Influence (DUI) guidance, leadership will promote personal responsibility when choosing to use alcohol. Leaders will ensure that all Soldiers and civilians are briefed prior to any holiday, training holiday, and extended leave about the dangers of alcohol misuse and abuse. Leaders should make available suitable programs to help reduce or eliminate alcohol-related incidents and to promote responsible social behavior. Initiation of administrative separation is mandatory for all Soldiers involved in two serious incidents of alcohol-related misconduct within 12 months or for a Soldier's second driving while intoxicated/driving under the influence conviction during his or her career.
  - c. Commander and Director Controls. Leaders will:
- (1) Promote personal responsibility, practice informed decision making, and ensure subordinates are trained, at least annually, about reducing risks of alcohol abuse and misuse.
- (2) Integrate installation, unit, and individual alcohol risk prevention strategies and publicize the fact that abuse of alcohol will not be tolerated.
  - (3) Conduct programs to discourage irresponsible use of alcoholic beverages.
- (4) Consult with the Alcohol Substance Abuse Program (ASAP) Fort Carson for technical guidance prior to requesting permission to serve alcohol at an event.

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- (5) Confront all suspected alcohol abusers, with specifics of their behavior, inadequate performance, or unacceptable conduct. Soldier and civilian alcohol abuse and any resulting misconduct will not be condoned. Impairment due to alcohol use while on duty will not be tolerated.
- (6) Identify Soldiers and civilians who abuse alcohol and refer them to the ASAP-Clinic (Soldiers) or Employee Assistance Program (EAP civilians) for assessment and treatment.
- (7) DA civilian employees, military and civilian employee Family members, and military retirees will be offered screening and referral services through the Fort Carson Employee Assistance Program. Most referrals will be to off-post agencies and costs will be referred to the individual's insurance.
- d. Deployments. Alcohol is not permitted during training exercise and deployment for all personnel assigned to, attached to, or under my operational control.
- (1) Personnel will not purchase, possess or consume alcoholic beverages during exercises or deployments without my prior approval.
- (2) Personnel participating in exercises but returning to their assigned quarters during off-shift hours are still considered "deployed".
- e. Alcohol purchase and consumption. Soldiers and civilians must recognize that they are personally responsible for their actions and must consider the conditions under which to choose to consume alcoholic beverages. Likewise, they must understand that their actions reflect on the professional reputation of the United States Army.
- (1) Legal Drinking Age. The minimum age on Fort Carson and the State of Colorado for purchasing, drinking, and possessing alcoholic beverages is 21 years of age. Civilians, including spouses of military personnel, must meet the minimum State drinking age requirements.
- (2) Locations where alcoholic beverages <u>may not be</u> consumed include: skill development facilities i.e. Community Crafts, Wood Crafts, and Auto Crafts shops; all child and youth services facility or functions; Post Library; on any Army aircraft, vessel, or other motorized vehicles (Ref. AR 215-1, para. 10-2).
- (3) At recreation centers, malt beverages may be consumed with written approval by the Garrison Commander for the following: (a) on special occasions; (b) when food service (snack bar) is available in centers predominantly used by Soldiers; (c) when food service is not available (though food service is recommended) in centers used exclusively by Soldiers and authorized civilians; troop dining halls; and civilian MWR activities supported by NAFs. If approved by the Garrison Commander, these activities may provide malt beverages. Wine, however, in these cases is restricted to special occasions approved by the Commanding General and/or the Garrison Commander.
  - (4) Appropriate Location. The retail sale of alcoholic beverages by Fort Carson activities

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is prohibited except as authorized in AR 215-1, chapter 7 or in Installation Management Command (IMCOM) Region supplements approved by the Assistant Chief of Staff for Installation Management (ACSIM). Areas where alcoholic consumption may be appropriate are: authorized DFMWR facilities, Iron Horse Park, recreational picnic areas, organized sporting events, Family housing and installation billets. Commanders will ensure that alcohol safeguards are part of their event risk management planning.

- (5) Violation of this memorandum by military personnel may be subject to punishment under Article 92, UCMJ. Civilian personnel are subject to adverse administrative action including dismissal or exclusion from the installation.
- (6) Unit commanders can restrict alcohol consumption both in their unit and/or barracks areas and also with regard to individual Soldier when they deem it is in the best interest of good order and discipline.
- (7) When a MWR activity is operated by AAFES under an agreement approved by United States Army Community and Family Support Center (USACFSC), AAFES may sell any alcoholic beverage authorized to be sold in that activity as approved by the Garrison Commander.
- (8) Military personnel will not be impaired on duty. As defined by AR 600-85, para. 3-2a, impairment of Soldiers is defined as having a blood alcohol level equal to or greater than .05 grams of alcohol per 100 milliliters of blood. Any violation of this provision provides a basis for disciplinary action under the Uniform Code of Military Justice (UCMJ). Only results from the Provost Marshal certified alcohol testing devices may be used to determine blood alcohol level.
- (9) Commanders will check with their staff judge advocate, since actions must be consistent with the "Limited Use Policy" of AR 600-85. Civilian personnel may be subject to adverse administrative action including dismissal or exclusion from the installation.
- (10) Soldiers diagnosed as alcohol dependent will be detoxified and given appropriate medical treatment.
- 5. Supersession. This policy letter supersedes Policy Letter #6, 1 November 2005.
- 6. Expiration. This policy letter will remain in effect until superseded or rescinded.

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7. The POC is Army Substance Abuse Program – Fort Carson Office, 719-526-2501.

DAVID G. PERKINS

MG, USA Commanding

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